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<div style="display: flex; justify-content: space-between;"> Remarks: STATINTL </div> <p style="margin-top: 20px;">For your information. Upon receiving the attached which is undated, [REDACTED] telephoned Stan Berg at the Civil Service Commission who advised him that this letter was sent to Mr. Shultz on 3 December 1971.</p> <div style="display: flex; justify-content: space-between; align-items: center; margin-top: 20px;"> <div style="background-color: black; width: 200px; height: 60px; margin-bottom: 10px;"></div> ILLEGIB </div>					
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FROM: NAME, ADDRESS AND PHONE NO.					DATE
Director of Personnel x 6825 5 E 56 HQ					22 DEC 1971
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FORM NO. 1-67 **237** Use previous editions

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Honorable George P. Shultz
Director
Office of Management and
Budget
Washington, D. C. 20503

Dear Mr. Shultz:

Enclosed for your consideration is a draft Executive order entitled, "Providing for the Appointment in the Competitive Service of Certain Present and Former Employees of the Central Intelligence Agency."

The proposed order results from discussions between the Civil Service Commission and the Central Intelligence Agency to set up a system that would facilitate the movement of career employees between the competitive service and the CIA. An Executive order is needed if CIA personnel are to be able to move into the competitive service noncompetitively. Under the interchange agreement that would be established if an Executive order is signed, competitive service employees would also be able to move noncompetitively into CIA positions for which they are qualified.

The proposed order would enable the Government to make better use of its personnel resources. Under the proposed order, the competitive service could offer noncompetitive entry to CIA personnel who have needed occupational skills and a good record of public service. This would add flexibility to the merit system and offer a high quality recruitment source at low cost.

We are requesting an Executive order because only the President can authorize this type of noncompetitive entry into the competitive service. In this respect, the situation is the same as that prompting issuance of Executive Order 11219, which provided a basis for noncompetitive entry into the competitive service of career Foreign Service personnel.

THE MERIT SYSTEM—A GOOD INVESTMENT IN GOOD GOVERNMENT

The Commission, recognizing the necessary qualifications and the caliber of persons holding career-type appointments in the CIA considers the noncompetitive entry of such persons into the competitive service as compatible with merit system principles. The on-site observations of a Commission team assure us that the operations of the CIA personnel system are consistent with merit principles.

The Commission recommends that the Executive order be cleared in accordance with established practice and that it be submitted for approval by the President.

By direction of the Commission:

Sincerely yours,

Robert E. Hampton
Chairman

Enclosure

PROVIDING FOR THE APPOINTMENT IN THE
COMPETITIVE SERVICE OF CERTAIN PRESENT
AND FORMER EMPLOYEES OF THE CENTRAL
INTELLIGENCE AGENCY

By virtue of the authority vested in me by sections 3301 and 3302 of title 5, United States Code, it is hereby ordered as follows:

Section 1. Under regulations of the Civil Service Commission (hereinafter referred to as the "Commission"), a present or former employee of the Central Intelligence Agency (hereinafter referred to as the "Agency") may be given an appointment in the competitive service without competitive examination when he has at least one year of continuous service in the Agency under one or more nontemporary appointments. Eligibility for appointment under this section expires 3 years after separation from a nontemporary appointment in the Agency unless the individual is a preference eligible as defined in section 2108 of title 5, United States Code or has completed at least 3 years of substantially continuous service in the Agency under one or more nontemporary appointments.

Sec. 2. The Commission shall prescribe the conditions under which an employee appointed under section 1 of this order becomes a career employee.

Sec. 3. An individual given a career or career-conditional appointment under section 1 of this order acquires a competitive status automatically on appointment.

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Sec. 4. Any law, Executive order, or regulation that would disqualify an applicant for appointment in the competitive service shall also disqualify an individual for appointment under section 1 of this order.

THE WHITE HOUSE

, 1971